



THE EMPLOYMENT TRIBUNAL

Claimant: Mrs A Estany

Respondent: KBI Interiors Limited

Heard at: London South Employment Tribunal (by CVP)

On: 15 April 2026

Before: Employment Judge A. Beale KC

Representation

Claimant: In Person

Respondent: Mr D. Mold (Counsel)

JUDGMENT

The judgment of the Tribunal is that:

1. The claim of unfair dismissal is well-founded and succeeds.
2. In respect of the claim for unfair dismissal, the Respondent shall pay to the Claimant the gross sums of:
 - (a) a basic award of £900;
 - (b) an award in respect of loss of statutory rights of £600
 - (c) a compensatory award of £4,287 in respect of the period from 19 November 2024 – 31 March 2025from which any tax payable will fall to be deducted.
3. An uplift of 15% is applicable to the award for unfair dismissal, on the basis that the Respondent failed to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures. The amount of the uplift is £868.05.
4. The claim under section 38 Employment Act 2002 for failure to provide a statement of employment particulars succeeds. The Respondent shall pay the Claimant the gross sum of £1,200 in respect of this claim,

which represents four weeks' pay.

5. The total amount payable to the Claimant under this judgment is therefore the gross sum of £7,255.05, from which any tax payable will fall to be deducted.
6. The Employment Protection (Recoupment of Benefits) Regulations 1996 apply to the award made under section 123 Employment Rights Act 1996. The total monetary award made to the Claimant is £7,255.05 (gross). The prescribed element is £4,287 (gross). The dates of the period to which the prescribed element is attributable are 19 November 2024 to 31 March 2025. The monetary award exceeds the prescribed element by £2,968.05.

Employment Judge A. Beale KC
Date: 15th April 2026

Judgment sent to the parties on
21st April 2026

For the Tribunal Office

Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.